



Position Specification

**American Constitution Society
President**

2019



POSITION SPECIFICATION

Position	President
Organization	American Constitution Society (ACS)
Location	Washington, D.C.
Reporting Relationship	Reports to The Board of Directors
Website	https://www.acslaw.org

THE OPPORTUNITY

The American Constitution Society's (ACS) President role is a unique and important opportunity for an experienced and committed professional to build on the organization's nearly two-decade history and lead the next chapter of exciting growth and deep impact. The President will be charged with fully realizing the potential of ACS as a key partner in a larger progressive community. As a thought leader and trusted partner around legal and constitutional rights, ACS' President will engage and strengthen ACS' vibrant Network and grow its membership, help to place the next generation of talented and progressive legal professionals in positions of leadership, and grow the state and federal judicial pipelines with nominees from diverse backgrounds who are committed to a progressive understanding of the Constitution and the law, and who reflect the diversity of our country. The President will also be charged with strengthening the organization's governance and processes, and developing and recruiting a broad range of talent.

THE ORGANIZATION AND MISSION

ACS is committed to realizing the promises of the Constitution by building and leading a progressive and diverse legal community dedicated to advancing and defending democracy, equality, liberty, access to justice, and the rule of law. Founded in 2001 in response to the Supreme Court's *Bush v. Gore* decision, ACS is one of the nation's leading progressive legal organizations, with over 200 student and lawyer chapters in almost every state and on most law campuses.

The ACS network of lawyers, law students, judges, scholars, and many others provide a source of ideas, innovation, energy, and talent for the progressive legal community. Through its public programs (over 1,400 debates, conferences, and press briefings across America each year), publications, and active online presence, ACS generates intellectual capital for ready use by its allies and shapes debates on key legal and public policy issues including access to courts, voting, equality, immigration, workers' rights, and many others. ACS nurtures the next generation of progressive lawyers, judges, policy experts, legislators, and academics by providing opportunities for networking, mentoring, and organizing around matters of both local and national significance.



ROLES/RESPONSIBILITIES

Strategic Planning, Leadership and Management

- Articulate a clear vision for the organization.
- Finalize and then implement ACS' new strategic plan.
- Maintain and grow the organization through robust governance, strong management, fiscal responsibility, budget oversight, effective communications, and team building.
- Develop its diverse, dynamic, and integrated team and foster a culture of collaboration, empowerment, and accountability.
- Promote a respectful workplace that values staff, encourages teamwork, and supports inclusiveness and transparency in decision-making.
- Bring visible energy and enthusiasm to ACS' work environment.

Membership, Fundraising, and External Relations

- Grow, empower and fully engage ACS's membership to defend the Constitution and its promise.
- In collaboration with the development team, engage current and prospective ACS members as well as foundation, corporate, and individual donors to increase contributed revenue.
- Deepen and expand relationships with ACS Student chapters on law school campuses nationwide.
- Promote a robust career pipeline for ACS members to secure judicial clerkships, professional development opportunities, and political positions.
- Empower ACS Lawyer Chapter members to provide support for key litigation, policymaking, organizing, and communications efforts launched by ACS and its allied organizations.
- Strengthen ACS' image and brand among policymakers, advocacy organizations, the media, and its membership.
- Serve as the public face and official spokesperson of ACS.
- Ensure that the ACS leadership serves as thought-leaders for progressive law and policy through speaking engagements, special events, and face-to-face meetings with policy makers and other leaders and influencers.

Board Relations

- Maintain a transparent relationship with the Board and work collaboratively with Board members to set ACS' strategic direction and policies, enabling the organization to adapt to a constantly changing external environment.



- Keep the Board informed of progress, activities, risks and challenges. Provide accurate monthly reports and annual budget to the Board.

PROFESSIONAL EXPERIENCES/QUALIFICATIONS

The next President will be a leader with a demonstrated passion for ACS' mission. The executive will be highly motivated, a visionary, and an inspiring leader. Candidates should possess at least ten years of successful leadership experience in a related field and served at the helm of a comparable organization or entity.

Desired qualities and background include:

- Deep knowledge of the law and the Constitution.
- Politically savvy; experience building and sustaining relationships with many constituencies, both internal and external.
- Strong leadership abilities and strategic thinking to create, plan, share, and implement the organization's vision. Ability to turn strategy into concrete action plans, and to influence and motivate others toward reaching organizational goals.
- Collaborative, approachable and accessible with high EQ to foster the growth of a highly productive team. Proven ability to attract, develop, recognize, and retain top talent.
- Experience in most, if not all, functions of the President, including interfacing with a board of directors, managing a major budgetary function, overseeing contract management, technology, program delivery and participating in resource development and public relations.
- Demonstrated commitment to diversity, equity, and inclusion.
- Strong professional ethics, transparency, integrity and accountability in all actions.

EDUCATION

An undergraduate degree and a Juris Doctorate or higher degree of law is required.

COMPENSATION

A comprehensive, competitive compensation and benefits package will be offered to the successful candidate.



KORN FERRY CONTACTS

Divina Gamble

Senior Client Partner
Co-Leader, Nonprofit Practice

1700 K Street NW, Suite 700
Washington, DC 20006
202.955.0901

ACSsearch@kornferry.com

Charles Ingersoll

Senior Client Partner
Co-Leader, Nonprofit Practice

1700 K Street NW, Suite 700
Washington, DC 20006
202.955.0947

ACSsearch@kornferry.com

Nora Sutherland

Senior Associate

1650 Arch Street, Suite 2300
Philadelphia, PA 19103
215.622.7949

ACSsearch@kornferry.com

Traci Robinson

Project Coordinator

1700 K Street NW, Suite 700
Washington, DC 20006
202.955.0902

ACSsearch@kornferry.com